

Business Diagnostics Overview

Accelerating Collaborative
Decision Making

aspire^{PI} 
empowering collaborative decisions

Performance Mindset Associates is partnered
with Aspire Performance Improvement Ltd.



Examples of Diagnostics Available



- **CXO Diagnostics (Business Function Diagnostics)**
 - 21 models covering major business roles – CEO, CFO, COO, CIO, CMO, CRO, etc.
- **Workplace Strategy**
 - People, Process, Place diagnostics to help design future workplace needs
- **ERP Programme Assessment**
 - Planning, Team, and Vendor Evaluation
- **Business Partner Diagnostic examples**
 - Operational Resilience, ESG and ESR
 - Ethics, Wellness, Sustainable Sales & Marketing
 - Digital, IOT, AI Diagnostics
- **M&A Series**
 - Due Diligence, Acquisition Integration, Divestment Planning, Portfolio Assessment, Exit Readiness, Business Growth Diagnostics

Applications: Diagnostic Toolkit





Workplace Strategy Model

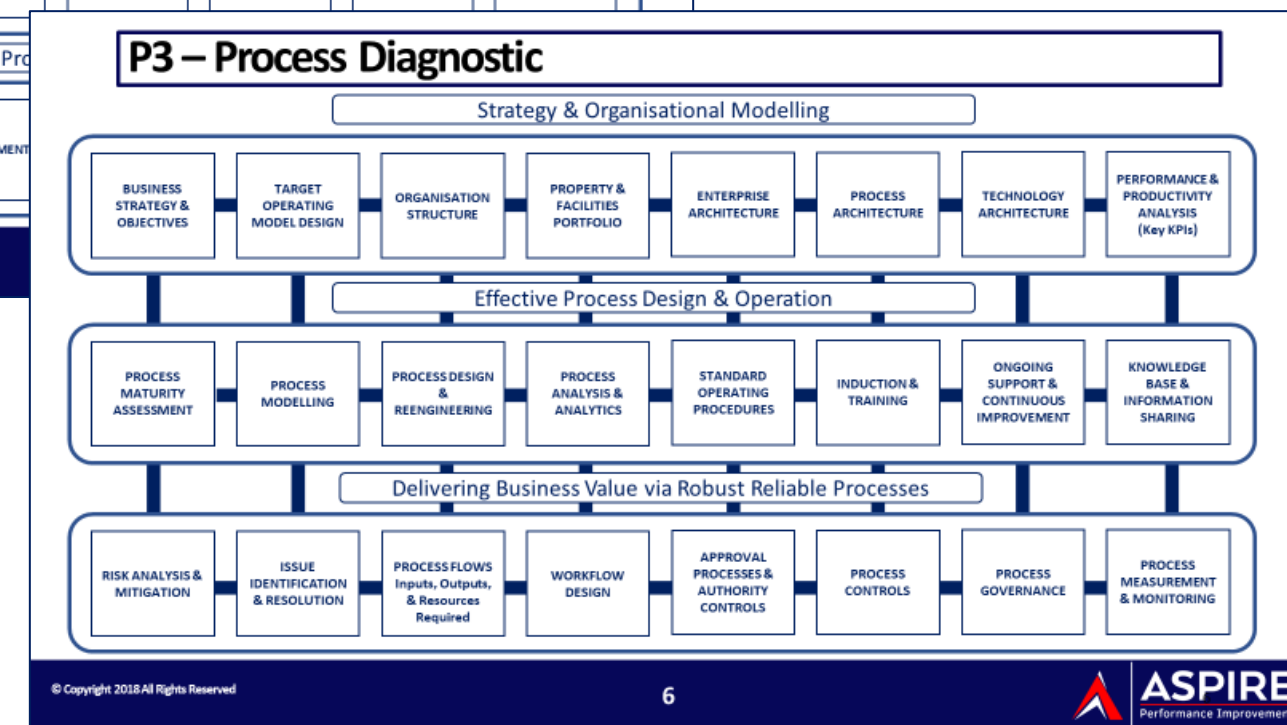
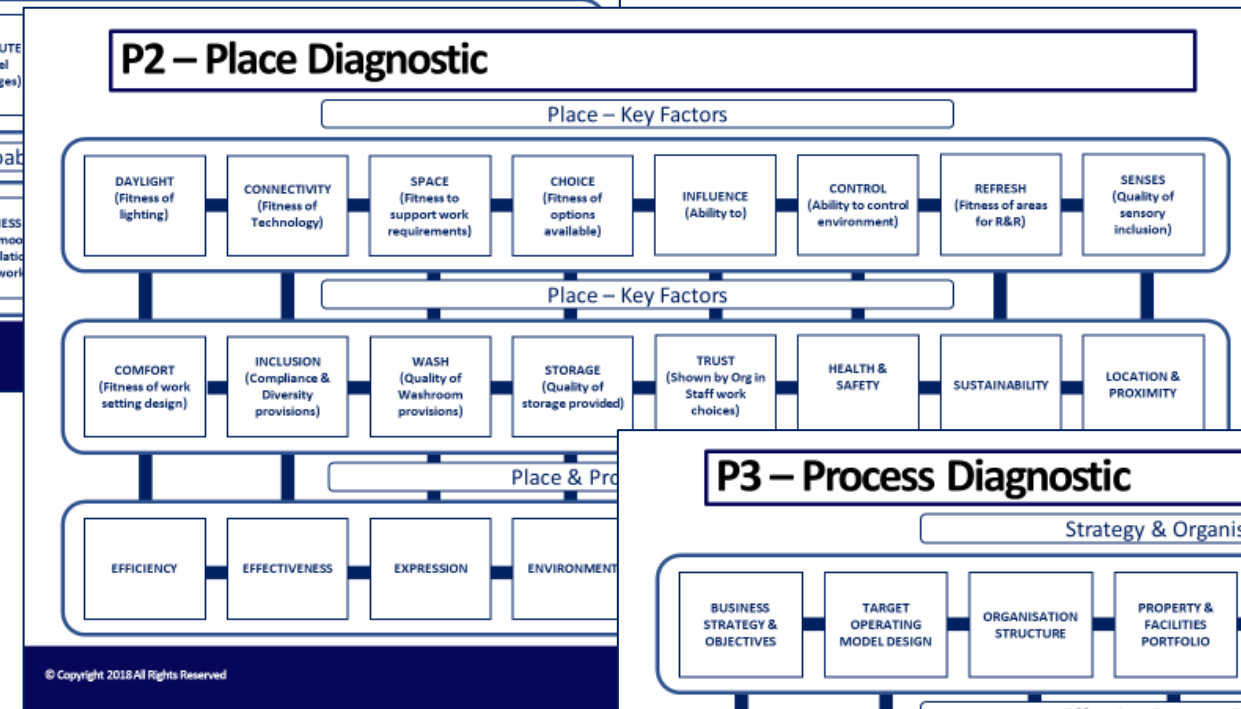
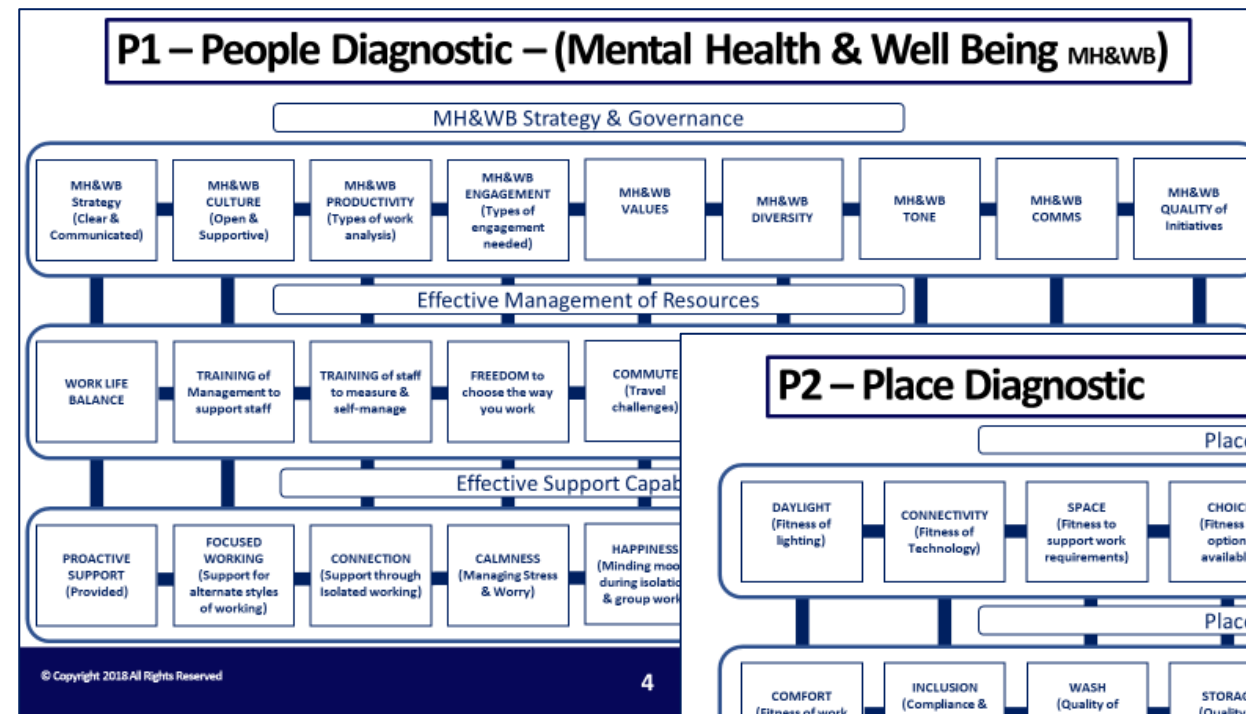


Key Components to our Workplace Strategy Approach:

People, Place & Process Diagnostics

Standardized Engagement Approach

Diagnostic Toolkit

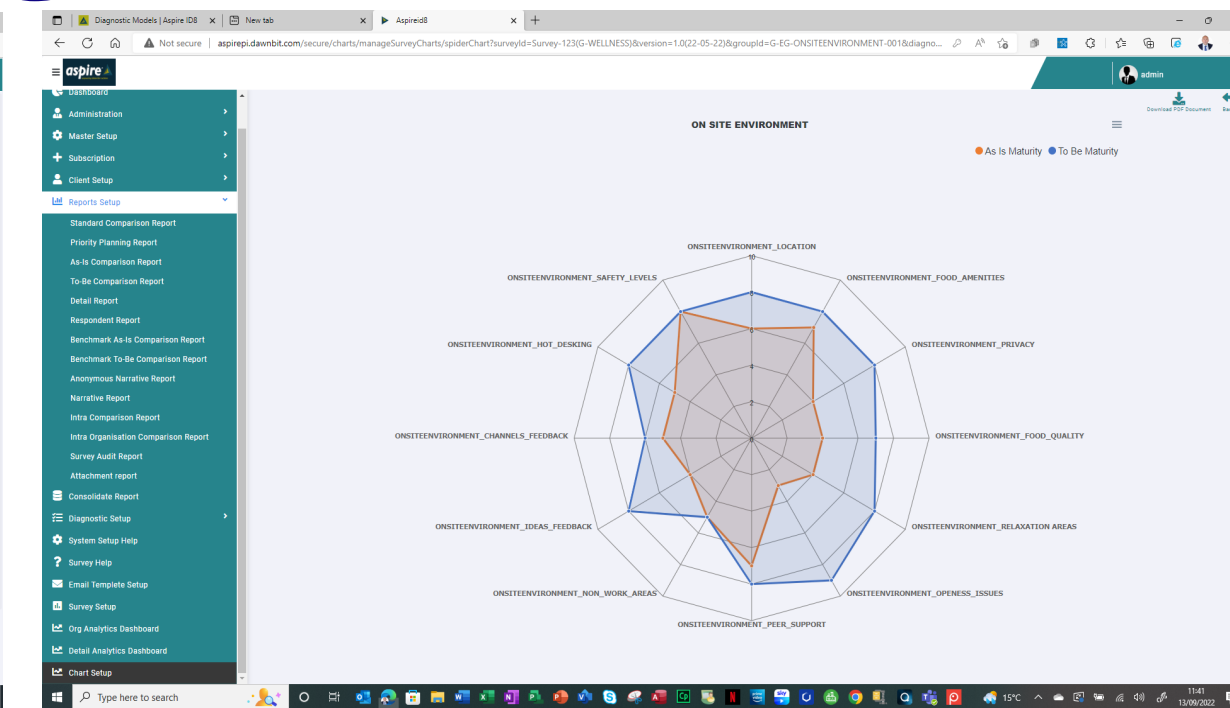
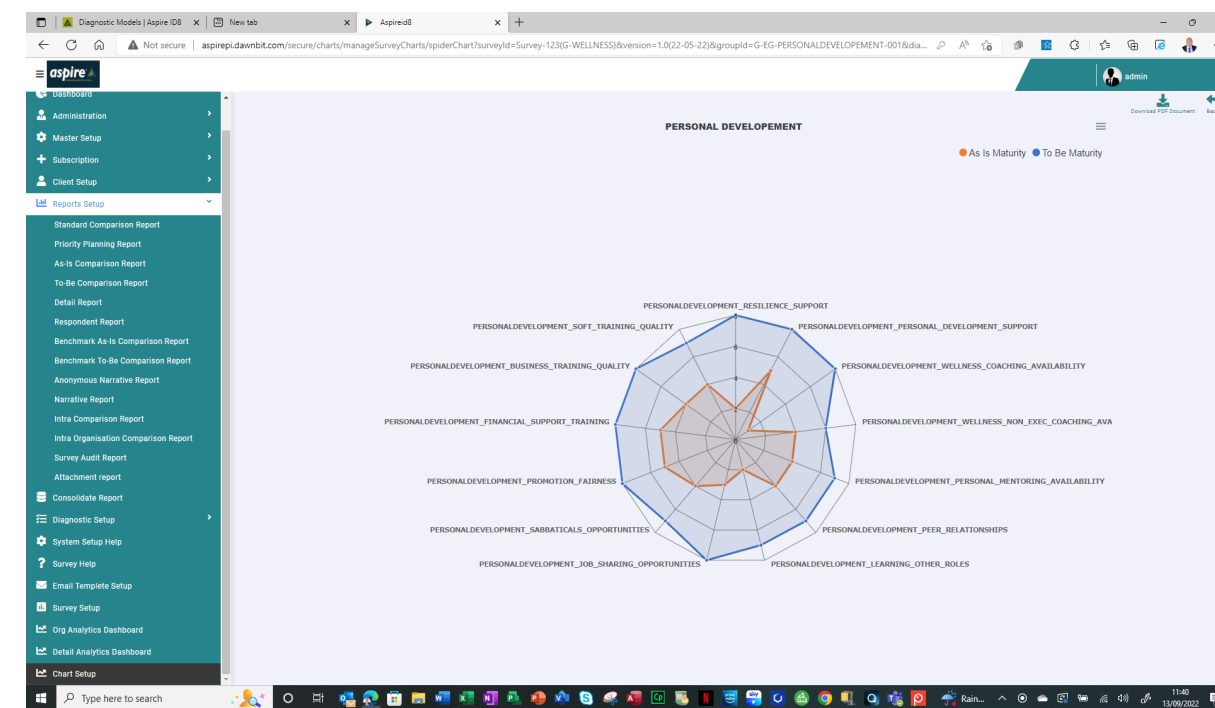
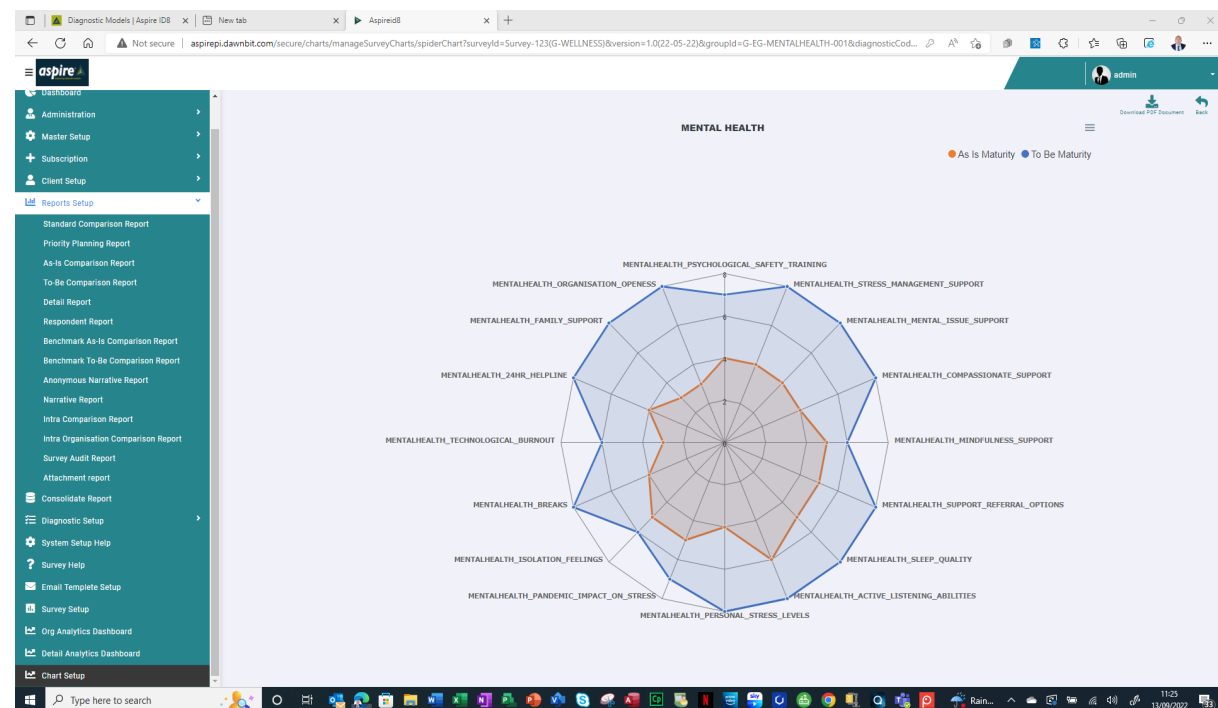


Aspire CXO Diagnostic Engagement Approach

	ASSESS	SCOPE	PREPARE	INVESTIGATE	RECOMMEND	EXECUTE
Objectives	The objectives of this phase are to: • Understand the need • Share insights • Determine where to look & probe • Identify People to interview & involve • Discuss team structure	The objective of this phase is to develop a clear plan for the work required based on the agreed project scope, identifying key dates, milestones and the resulting resource and cost implications.	The objective of this phase is to further refine the plan into greater detail and prepare for and schedule interviews and workshops required.	The objective is to review documents received via the information request. To aid understanding of context & background, support analysis & inform the summary of findings, roadmap, investment plan & business case produced.	The objective is to produce the core deliverables namely the Summary of Findings report, investment plan, business case and change roadmap based on analysis of info received & input from interviews, surveys & workshops.	The objective is to take the deliverables from the recommendations phase and define the detailed programme and project plans to realise the necessary changes from a people, process and technology perspective.
Key Activities	• Conduct initial introductory meeting • Consider requirements • Conduct a more in depth scoping meeting to answer the questions outlined above • Develop the draft statement of work, listing the proposed in scope areas • Agree the deliverables format and content	• Finalise and agree the Statement of Work • Produce and manage the project plan • Define and manage the resourcing plan • Agree, formalise and communicate the governance and team structure • Agree, formalise, and communicate the project review cycle and schedule	• Define information request • Develop interview & workshop schedule • Agree governance & reporting approach • Develop and distribute workshop agendas • Issue invites • Plan and confirm logistics • Run joint kick off session for diagnostic	• Conduct interviews • Prepare and run workshops • Analyse reports & info received • Review background info • Escalate urgent issues • Identify risks & consider mitigation strategies • Identify key constraints	• Write Summary of Findings Report • Provide summary of suggested actions • Develop Business Case & Investment Plan • Develop change roadmap • Prioritise tasks, activities, projects and programmes into short, medium and long term time categories & prioritise	• Develop individual project charters • Develop detailed programme, project plans • Develop resourcing plans • Define individual business cases • Develop individual investment plans • Develop risk summaries
Deliverables	Draft Statement of Work: • Executive Summary • Purpose & Background • Objectives & Approach • Deliverables & Timescales • Resources & Costs • Roles & Responsibilities • Dependencies, Issues, Risks and Constraints	• Jointly agreed Statement of Work • High level Plan • Agreed T's & C's • Initial investment plan, costs & resourcing • Timeline agreed • Roles & responsibilities	• Interview schedule • Workshop Plan • Governance Structure & Reporting mechanism • Information Request • Risk & Issues Log • Agree Deliverables • Project Report format • Project Review Schedule	• Provide Summary of Findings Updates to inform management • Complete weekly progress report to inform management	• Summary Of Findings • Business Case • Investment Plan • Transformation Roadmap for Change based on prioritisation • S, M, L - Term • H, M, L - Priority	• Project Charters • Detailed Project & Resourcing Plans • Individual business cases and investment plans



Wellness Diagnostics: Spider Web Maturity Diagrams Automated Heat-Mapped & Reporting



Standard Comparison Report

Maturity Question	As Is	To Be	Impact	Risk	Priority
ENV_ESSG_Framework	3.0	3.0	2.5	15.0	0.00
ENV_ESSG_Policies	3.0	3.0	2.5	15.0	0.00
ENV_ESSG_Ambition	3.5	3.5	1.5	4.0	1.5
ENV_ESSG_Understanding	3.5	3.5	1.5	4.0	1.5
ENV_ESSG_Climate Risk	2.0	4.0	2.5	15.0	0.00
ENV_ESSG_Community	2.5	4.0	2.0	8.00	0.00
ENV_ESSG_Emissions	2.5	4.0	2.0	8.00	0.00
ENV_ESSG_Water	2.0	4.0	1.5	4.0	1.5
ENV_ESSG_Waste	3.5	4.0	1.5	4.0	1.5

AS IS Comparison Report

Maturity Question	As Is
ENV_ESSG_Framework	3.0
ENV_ESSG_Policies	3.0
ENV_ESSG_Ambition	3.5
ENV_ESSG_Understanding	3.5
ENV_ESSG_Climate Risk	2.0
ENV_ESSG_Community	2.5
ENV_ESSG_Emissions	2.5
ENV_ESSG_Water	2.0
ENV_ESSG_Waste	3.5

Anonymous Narrative Report

Maturity Question	Respondent	Remarks
ENV_ESSG_Framework	CL0102	As is
ENV_ESSG_Policies	CL0103	As is
ENV_ESSG_Ambition	CL0104	As is
ENV_ESSG_Understanding	CL0105	As is
ENV_ESSG_Climate Risk	CL0106	As is
ENV_ESSG_Community	CL0107	As is
ENV_ESSG_Emissions	CL0108	As is
ENV_ESSG_Water	CL0109	As is
ENV_ESSG_Waste	CL0110	As is



Benefits & Value of Investment



➤ Speed to Action

- Deploy, deliver, analyse survey and generate plan for action in 2-3 weeks **(NOT 8-12+ weeks)**

➤ High Level of Involvement

- Client Senior Team fully involved and committed to actions
- Approach drives belief in the change and willingness to take ownership & accountability
- Gives team members the opportunity to proactively contribute to problem solving and decision-making initiatives

➤ Tailorable, Scalable & Repeatable Process

- Tailorable - Design and run your own Survey's and/or use our standard pre-loaded Diagnostic models
- Repeatable - Licensed Access to survey, diagnostic, analytics, enables benchmarking, time-phased & portfolio comparisons

➤ Empowering Our Clients

- Use our standard diagnostics, collaboratively develop together or use on a self-service basis

➤ Low Level of Investment

- Initial investment in problem solving/strategy definition several options available to suit client budgets ~ \$4,500-\$75,000+ **(NOT \$250,000-\$650,000)**

➤ Hosting Options

- Use Public cloud, Private cloud hosted by Aspire or Private Cloud on Clients own infrastructure to suit client IT strategy

➤ Rebranding Option

- Designed to allow rebranding of the product for client's own purposes

Our Global Client Experience

